



# Bay & Basin 2023 Community Roadmap

Investing in Rural Community Futures

*Strengthening local not-for-profits for the vitality of rural and remote communities.*

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**Australian Government**



**Bendigo Bank** Community Enterprise Foundation™



**FRRR**

Foundation for Rural  
Regional Renewal

# Bay & Basin Community Roadmap

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## Vision

This is where we want to be at the end of the IRCF Program

- Our organisations are connected, complementary and cooperative
- We are powerful advocates for our community
- We are shaped by the voices and aspirations of our community
- Our organisations are welcoming, inclusive and have opportunities for growth and development
- Young people have a voice in our communities and a place in our organisations and we work in partnership with them to meet their needs
- Our volunteer community is vibrant, active and evolving
- Our organisations are adaptive, strategic and sustainable
- All Bay and Basin organisations are a culturally safe space for local Aboriginal people's voices

## Principles

These principles will guide us in our work together

- We focus on building our relationships and collaborate where it makes sense to do so
- We value newcomers and emerging leaders of all ages as contributors in our communities
- We pay special attention to staying familiar and accessible, keeping our close connections with community
- We seek to apply local wisdom and creativity to local challenges and opportunities
- We seek allies and partners to best advocate for the big issues
- We take care to align people's passions and skills to unlock their potential
- We actively seek opportunities to listen to, learn from and work with Aboriginal communities and organisations

***Creating stronger organisations for a stronger community***

# Bay & Basin Goals 2023

## People



1. Access to project management support for new initiatives
2. Confident and trained Committees and Boards - Governance
3. Access to local mentoring capability and resources
4. Social engagement & networking to reward and support volunteers
5. A pipeline of suitably qualified staff for service sector organisations
6. Enhanced social media skills and digital literacy
7. Our people are culturally aware and engaged
8. Our organisations have strong Aboriginal representation

## Strategy



1. Tools and strategies to engage well with youth
2. Effective, clear and accessible communications strategies in place
3. External support to develop strategic plans and growth strategies + viability for organisations
4. Support to design sustainable social enterprises

## Efficiencies



1. P&Cs are working together
2. Network of Bay & Basin Community organisations
3. A shared communication strategy for Bay & Basin organisations
4. "Volunteering" Bay & Basin
5. Centralised facility asset and resource booking 'library'
6. Localised and customised policies and procedures
7. Collective voice to advocate for Bay & Basin challenges and needs

## Systems



1. Access to reliable telecommunications and Internet
2. Vibrant, sustainable digital platforms for local organisation to connect to community
3. Current hardware & software that is well support, adaptable and user friendly

The tables in the following pages outline a series of project ideas that align with the above goals. These project ideas were developed by those present at the roadmap review session. The projects are not exhaustive and new ideas are welcomed as long as they are in alignment with the goals specified above.

The 'Beyond IRCF' column has been included to facilitate conversations and thinking around how these ideas and community enthusiasm and energy can be maintained beyond the IRCF program. As you consider where your organisation wants to be at the end of the program, reflect on your community vision and how your projects could realise this vision to strengthen your community.

## People Goals

PEOPLE GOALS	Year 1 FUNDED PROJECTS 2021	Year 2 FUNDED PROJECTS 2022	Year 3 2023
Access to project management support for new initiatives	<ul style="list-style-type: none"> <li>➤ <b>Vincentia High School P&amp;C</b> - Project manager Community Health Hub</li> <li>➤ <b>Uniting Church</b> - Grown Husky Op-shop for Social Enterprise</li> <li>➤ <b>Sanctuary Point Community Pride</b> - Youth employment practitioner</li> </ul>		<ul style="list-style-type: none"> <li>• Information sharing hub</li> <li>• A paid position of co-ordinator for many of the networking and collaboration aspirations</li> </ul>
Confident and trained Committees and Boards - Governance	<ul style="list-style-type: none"> <li>➤ <b>Sussex Inlet Chamber</b> - Resilience training and marketing campaign</li> </ul>		<ul style="list-style-type: none"> <li>• Identify gaps/needs - how many to train, what to train, how to</li> <li>• Source preferred training - identify required aspects for delivery (face to face or online)</li> <li>• Run &amp; maintain training annually as identified</li> <li>• Governance training</li> <li>• Sharing of information, learnings and experiences</li> <li>• Leadership training</li> </ul>

PEOPLE GOALS	Year 1 FUNDED PROJECTS 2021	Year 2 FUNDED PROJECTS 2022	Year 3 2023
Access to local mentoring capability and resources		<ul style="list-style-type: none"> <li>➤ <b><i>Bay &amp; Basin Community Resources Limited</i></b> Increase opportunities for youth to engage in training and employment with a project coordinator to establish a work, life, and training centre.</li> </ul>	<ul style="list-style-type: none"> <li>• Youth participation on committees and boards</li> <li>•</li> <li>➤ Source external consultant to train and design mentor program. Implement a peer-to-peer mentor program</li> <li>➤ Mentoring program for young people</li> <li>➤ Build a skills register</li> <li>➤ Build mentoring capability through partners in our community</li> <li>➤ Provide access to legal advice</li> <li>➤ Build opportunities for youth facilitators</li> </ul>
Social engagement & networking to reward and support volunteers	<ul style="list-style-type: none"> <li>➤ <b><i>Sussex Inlet Chamber</i></b> - Resilience training and marketing campaign</li> </ul>		<ul style="list-style-type: none"> <li>➤ Events to gather volunteers for social connection</li> </ul>
A pipeline of suitably qualified staff for service sector organisations	<ul style="list-style-type: none"> <li>➤ <b><i>Vincentia High School P&amp;C</i></b> - Project manager Community Health Hub</li> </ul>		<ul style="list-style-type: none"> <li>➤ Promotion of careers in service sector</li> <li>➤ Build a work placement and induction program</li> <li>➤ Wage subsidy to support training and development outcomes</li> <li>➤ Retention and rewards program for high value staff</li> <li>➤ A program aimed at bringing skills back into the organisation</li> <li>➤ Culturally sensitive transition between generations</li> <li>➤</li> </ul>
Enhanced social media skills and digital literacy	<ul style="list-style-type: none"> <li>➤ <b><i>Sanctuary Point Community Pride</i></b> Website, comms strategy and accounting software</li> </ul>		<ul style="list-style-type: none"> <li>➤ Access to online or in-person training</li> <li>➤ Role to assess and improve system</li> <li>➤ Social media engagement skills</li> </ul>

PEOPLE GOALS	Year 1 FUNDED PROJECTS 2021	Year 2 FUNDED PROJECTS 2022	Year 3 2023
Our people are culturally aware and engaged			<ul style="list-style-type: none"> <li>➤ Undertake cultural competency training</li> <li>➤ Develop a walk on country for local volunteers</li> </ul>
Our organisations have strong Aboriginal representation	<ul style="list-style-type: none"> <li>➤ <i>Vincentia High School P&amp;C</i> - Project manager Community Health Hub</li> </ul>		<ul style="list-style-type: none"> <li>• Bring current Aboriginal staff/volunteers together to develop recruitment plan to increase representation</li> <li>• Appoint an Aboriginal Liaison Officer to work with community organisations to build connection</li> <li>• Connect with organisations who have strong Aboriginal representation</li> </ul>

## Strategy Goals

STRATEGY GOALS	Year 1 FUNDED PROJECTS 2021	Year 2 FUNDED PROJECTS 2022	Year 3 2023
Tools and strategies to engage well with youth	<ul style="list-style-type: none"> <li>➤ <b>Sanctuary Point Community Pride</b> - Youth Employment practitioner</li> <li>➤ <b>Vincentia High School</b> - Project manager Community Health Hub</li> </ul>	<ul style="list-style-type: none"> <li>➤ <b>Bay &amp; Basin Community Resources Limited</b> Increase opportunities for youth to engage in training and employment with a project coordinator to establish a work, life and training centre.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Program/strategy for work/life training for young people to keep them in the region</li> <li>➤ Work with youth organisations to develop youth service and activities for Sussex Inlet</li> <li>➤ Pilot PCYC outreach</li> <li>➤ Improve transport to/from Wreck Bay – project</li> <li>➤ Youth hub</li> <li>➤ Work with youth focused organisations</li> <li>➤ Adopt a needs based approach</li> </ul>
Effective, clear and accessible communications strategies in place	<ul style="list-style-type: none"> <li>➤ <b>Tomerong School of Arts</b> - Newsletter and Welcome Pack</li> <li>➤ <b>Sanctuary Point Community Pride</b> - Website, comms strategy and accounting software</li> </ul>		<ul style="list-style-type: none"> <li>➤ Develop an accessible communication strategy</li> <li>➤ Training to develop and manage social media</li> <li>➤ Consultant/advisor to develop written communications</li> <li>➤ Ongoing funding for host/mgt of electronic communications</li> <li>➤ Community Connect calendar</li> </ul>
External support to develop strategic plans and growth strategies + viability for organisations	<ul style="list-style-type: none"> <li>➤ <b>Huskisson Public School P&amp;C</b> - Strategic Planning. Laptop Insurance.</li> <li>➤ <b>Bay &amp; Basin Community Resources</b> - employ marketing coordinator for 6 months</li> <li>➤ <b>Vincentia Ratepayers &amp; Residents Association</b> - Strategic Plan</li> </ul>		<ul style="list-style-type: none"> <li>➤ Succession plan</li> <li>➤ Consultant/advisor to work on strategic plans</li> <li>➤ NFP mentor/business coach</li> <li>➤ Team planning retreat</li> <li>➤ Organisational audit</li> <li>➤ Brand building</li> <li>➤ Work with organisations who want to build community capacity</li> <li>➤ Disaster support and recovery</li> </ul>

STRATEGY GOALS	Year 1 FUNDED PROJECTS 2021	Year 2 FUNDED PROJECTS 2022	Year 3 2023
Support to design sustainable social enterprises	<ul style="list-style-type: none"> <li>➤ <b>Uniting Church</b> - Grown Husky Op-shop for Social Enterprise</li> </ul>		<ul style="list-style-type: none"> <li>➤ Volunteer recruitment and training</li> <li>➤ Write business plans and seed funding</li> <li>➤ Project manager to develop social enterprise</li> <li>➤ Establish appropriate governance structure</li> <li>➤ A creative forum to identify enterprises</li> <li>➤ Strategy to engage other local organisations in projects</li> <li>➤ Business planning</li> </ul>

## Efficiencies Goals

EFFICIENCIES GOALS	Year 1 FUNDED PROJECTS 2021	Year 2 FUNDED PROJECTS 2022	Year 3 2023
P&Cs are working together	<ul style="list-style-type: none"> <li>➤ <b>Huskisson Public School P&amp;C</b> - Strategic Planning. Laptop Insurance.</li> </ul>		<ul style="list-style-type: none"> <li>➤ 2 x Social Networking functions per year with key speaker</li> <li>➤ P&amp;Cs advocate for total school community health needs</li> <li>➤ A coordinator for a shared asset system</li> <li>➤ Formalise a subcommittee to focus on common goals</li> <li>➤ Joint governance training</li> <li>➤ Consultancy fees and admin costs</li> </ul>
Network of Bay & Basin Community organisations		<ul style="list-style-type: none"> <li>➤ <b>Vincentia High School P and C Association</b> Boost the profile and awareness of the community health hub with a launch event and marketing material.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Consultant to gather information on synergies</li> <li>➤ Funding a meeting of CCSs to share experience and needs</li> <li>➤ Support to gather social networks</li> <li>➤ Community organisations + NFP forum</li> <li>➤ Coordinating the intersection of IRCF projects with existing strategic plans and community consultation</li> </ul>



EFFICIENCIES GOALS	Year 1 FUNDED PROJECTS 2021	Year 2 FUNDED PROJECTS 2022	Year 3 2023
			<ul style="list-style-type: none"> <li>➤ Structure/mechanism in place for ongoing sharing of ideas and resources</li> <li>➤ Community strategic plan and implementation</li> <li>➤ Community workshops on key issues</li> <li>➤ Community led resilience strategy (CLARS)</li> <li>➤ Shared training – LinkedIn Corporate package</li> </ul>
<p>A shared communication strategy for Bay &amp; Basin organisations</p>	<ul style="list-style-type: none"> <li>➤ <b>Sanctuary Point Community Pride</b> - Website, comms strategy and accounting software</li> </ul>	<ul style="list-style-type: none"> <li>➤ <b>Vincentia High School P and C Association</b> Boost the profile and awareness of the community health hub with a launch event and marketing material.</li> </ul>	<ul style="list-style-type: none"> <li>➤ A facilitator / coordinator to work with organisations based on synergy information and formulate local NFP communication strategies</li> <li>➤ Communication strategists for all local orgs</li> <li>➤ Effective communications within B&amp;B Community</li> <li>➤ Research, Mapping target audiences specific engagement means</li> <li>➤ Partnerships, opportunities, collaborations</li> </ul>
<p>"Volunteering" Bay &amp; Basin</p>		<ul style="list-style-type: none"> <li>• <b>Sussex Inlet Foundation for Community Development</b> Strengthen the volunteer committee of the Foundation for Community Development to help them grow the ways they can support and strengthen the Sussex Inlet Community.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Set up a volunteering website</li> <li>➤ Consultation and admin assistant to identify needs and skills across many organisations</li> <li>➤ Commence recruitment, marketing &amp; networking initiatives</li> <li>➤ Establish centralised database</li> <li>➤ Commence training initiatives to meet specific skills and standards</li> <li>➤ Succession planning</li> <li>➤ (BBCR would like to be a lead organisation and mentor)</li> <li>➤ Ongoing admin costs for volunteering website</li> <li>➤ Continue training initiatives to meet specific skills and standards</li> </ul>

EFFICIENCIES GOALS	Year 1 FUNDED PROJECTS 2021	Year 2 FUNDED PROJECTS 2022	Year 3 2023
			<ul style="list-style-type: none"> <li>➤ Succession planning</li> <li>➤ Create partnerships with peak organisations to recruit specific volunteers eg. Uni</li> <li>➤ Identify volunteering opportunities</li> </ul>
Centralised facility asset and resource booking 'library'			<ul style="list-style-type: none"> <li>➤ Collaborate with school community &amp; partner primary schools to create hub concept</li> <li>➤ Coordinator for booking and asset management (Annually)</li> <li>➤ Coordinator of wellbeing hubs across region</li> <li>➤ Build a register of Community assets and skills</li> <li>➤ Consultant to develop "Bay + Basin Beyond Barriers" Map-overlap-priorities</li> <li>➤ Pooling local assets – facilities and skills</li> <li>➤ Request support from Council to develop survey to map skills and assets of community organisations</li> <li>➤ Local directory of support. Specific - social services, food</li> <li>➤ Toy, tool and equipment libraries</li> </ul>
Localised and customised policies and procedures	<ul style="list-style-type: none"> <li>➤ <i>Huskisson Public School P&amp;C</i> - Strategic Planning. Laptop Insurance.</li> </ul>	<ul style="list-style-type: none"> <li>➤ <i>Tomerong School of Arts</i> Enable the hall to operate more effectively with the development of policies and procedures.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Admin support - source and develop policies and procedures</li> <li>➤ Workshops on policies and procedures</li> </ul>
Collective voice to advocate for Bay & Basin challenges and needs			<ul style="list-style-type: none"> <li>➤ Formalise a network, create an MOU</li> <li>➤ Use available data to advocate health service gaps to meet school community needs</li> <li>➤ Community led resilience strategy (CLARS)</li> </ul>

## Systems Goals

SYSTEM GOALS	Year 1 FUNDED PROJECTS 2021	Year 2 FUNDED PROJECTS 2022	Year 3 2023
Access to reliable telecommunications and Internet			<ul style="list-style-type: none"> <li>➤ Researcher: What is available, what problems/pockets exist and advocacy</li> <li>➤ Create a community plan, identify best access/deal \$</li> <li>➤ Monitor uptake and evaluate (possibly different person/position) <a href="#">[link]</a></li> <li>➤ IT Training – in AI</li> <li>➤ Disaster management systems</li> <li>➤ Networking with existing local groups</li> <li>➤ Community led resilience strategy (CLARS)</li> </ul>
Vibrant, sustainable digital platforms for local organisation to connect to community	<ul style="list-style-type: none"> <li>➤ <b>Bay &amp; Basin Community Resources</b> - employ marketing coordinator for 6 months</li> </ul>	<ul style="list-style-type: none"> <li>➤ <b>Vincentia High School P and C Association</b> Boost the profile and awareness of the community health hub with a launch event and marketing material.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Design and create website</li> <li>➤ Training and keeping content up-to-date</li> <li>➤ Promote 'The Village Web'</li> <li>➤ IT Training for volunteers, individuals and organisations</li> <li>➤ Systems for sharing information</li> <li>➤ Putting the 3 community directories together</li> </ul>
Current hardware & software that is well support, adaptable and user friendly	<ul style="list-style-type: none"> <li>➤ <b>Sanctuary Point Community Pride</b> - Website, comms strategy and accounting software</li> <li>➤ <b>Lady Denman Heritage Complex Huskisson</b> - Museum cataloguing software</li> </ul>		<ul style="list-style-type: none"> <li>➤ Identifying best practice hardware and software for small orgs</li> <li>➤ Booking system / Notification systems</li> <li>➤ Purchase / implement similar</li> <li>➤ Bulk training updates/deals</li> <li>➤ IRCF resources accessible to all the organisations</li> <li>➤ Resources tab with the outcomes</li> <li>➤ Establishment of communication strategies</li> </ul>